

94-2113 FL, GAINSVILLE

07/23/02

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

WASHINGTON D.C. 20210

William W. Gross  
DirectorDivision of  
Wage DeterminationsWage Determination No.: 1994-2113  
Revision No.: 22  
Date Of Last Revision: 07/15/2002State: **Florida**Area: **Florida** Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake, Levy, M  
Sumter, Union

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

## OCCUPATION TITLE

## MINIMUM WAGE RATE

## Administrative Support and Clerical Occupations

Accounting Clerk I	10.23
Accounting Clerk II	11.13
Accounting Clerk III	14.96
Accounting Clerk IV	15.79
Court Reporter	12.24
Dispatcher, Motor Vehicle	12.23
Document Preparation Clerk	10.12
Duplicating Machine Operator	10.12
Film/Tape Librarian	11.12
General Clerk I	7.28
General Clerk II	8.66
General Clerk III	9.41
General Clerk IV	10.56
Housing Referral Assistant	13.92
Key Entry Operator I	8.37
Key Entry Operator II	9.63
Messenger (Courier)	8.29
Order Clerk I	8.98
Order Clerk II	11.85
Personnel Assistant (Employment) I	9.15
Personnel Assistant (Employment) II	11.30
Personnel Assistant (Employment) III	12.71
Personnel Assistant (Employment) IV	15.51
Production Control Clerk	10.84
Rental Clerk	8.98
Scheduler, Maintenance	10.19
Secretary I	10.51
Secretary II	12.63
Secretary III	13.92
Secretary IV	14.69
Secretary V	16.19
Service Order Dispatcher	11.36
Stenographer I	11.10
Stenographer II	11.73
Supply Technician	14.69
Survey Worker (Interviewer)	11.13
Switchboard Operator-Receptionist	8.72
Test Examiner	12.63

Test Proctor	12.63
Travel Clerk I	9.18
Travel Clerk II	10.01
Travel Clerk III	10.78
Word Processor I	10.12
Word Processor II	11.13
Word Processor III	12.46
Automatic Data Processing Occupations	
Computer Data Librarian	9.13
Computer Operator I	8.21
Computer Operator II	11.36
Computer Operator III	14.35
Computer Operator IV	15.86
Computer Operator V	17.63
Computer Programmer I (1)	11.90
Computer Programmer II (1)	14.79
Computer Programmer III (1)	17.51
Computer Programmer IV (1)	21.17
Computer Systems Analyst I (1)	15.41
Computer Systems Analyst II (1)	17.60
Computer Systems Analyst III (1)	20.32
Peripheral Equipment Operator	8.53
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	13.94
Automotive Glass Installer	11.55
Automotive Worker	11.86
Electrician, Automotive	13.40
Mobile Equipment Servicer	9.63
Motor Equipment Metal Mechanic	13.40
Motor Equipment Metal Worker	11.86
Motor Vehicle Mechanic	13.40
Motor Vehicle Mechanic Helper	9.51
Motor Vehicle Upholstery Worker	11.86
Motor Vehicle Wrecker	11.86
Painter, Automotive	12.64
Radiator Repair Specialist	11.86
Tire Repairer	8.09
Transmission Repair Specialist	13.40
Food Preparation and Service Occupations	
Baker	9.67
Cook I	8.33
Cook II	9.67
Dishwasher	6.48
Food Service Worker	6.54
Meat Cutter	10.64
Waiter/Waitress	7.81
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	11.84
Furniture Handler	7.73
Furniture Refinisher	11.43
Furniture Refinisher Helper	7.73
Furniture Repairer, Minor	9.94
Upholsterer	11.40
General Services and Support Occupations	
Cleaner, Vehicles	6.71
Elevator Operator	7.19
Gardener	10.53
House Keeping Aid I	6.74
House Keeping Aid II	7.43
Janitor	7.52

Laborer, Grounds Maintenance	8.09
Maid or Houseman	6.74
Pest Controller	9.89
Refuse Collector	6.26
Tractor Operator	9.71
Window Cleaner	8.10
Health Occupations	
Dental Assistant	11.67
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.43
Licensed Practical Nurse I	10.76
Licensed Practical Nurse II	12.07
Licensed Practical Nurse III	13.50
Medical Assistant	11.10
Medical Laboratory Technician	12.31
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.43
Nursing Assistant II	8.35
Nursing Assistant III	9.12
Nursing Assistant IV	10.23
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	14.36
Registered Nurse II	17.57
Registered Nurse II, Specialist	17.57
Registered Nurse III	21.26
Registered Nurse III, Anesthetist	21.26
Registered Nurse IV	25.47
Information and Arts Occupations	
Audiovisual Librarian	13.75
Exhibits Specialist I	14.51
Exhibits Specialist II	18.13
Exhibits Specialist III	23.32
Illustrator I	14.51
Illustrator II	18.15
Illustrator III	23.32
Librarian	15.15
Library Technician	10.78
Photographer I	11.47
Photographer II	14.32
Photographer III	17.38
Photographer IV	21.20
Photographer V	25.72
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.36
Counter Attendant	7.36
Dry Cleaner	8.13
Finisher, Flatwork, Machine	7.36
Presser, Hand	7.36
Presser, Machine, Drycleaning	7.36
Presser, Machine, Shirts	7.36
Presser, Machine, Wearing Apparel, Laundry	7.36
Sewing Machine Operator	9.99
Tailor	10.68
Washer, Machine	8.04
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	10.36
Tool and Die Maker	12.93
Material Handling and Packing Occupations	
Forklift Operator	10.23

Fuel Distribution System Operator	11.19
Material Coordinator	10.99
Material Expediter	10.99
Material Handling Laborer	7.45
Order Filler	9.51
Production Line Worker (Food Processing)	9.38
Shipping Packer	8.59
Shipping/Receiving Clerk	9.30
Stock Clerk (Shelf Stocker; Store Worker II)	10.56
Store Worker I	7.65
Tools and Parts Attendant	10.23
Warehouse Specialist	10.23
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	12.12
Aircraft Mechanic Helper	8.50
Aircraft Quality Control Inspector	12.82
Aircraft Servicer	9.99
Aircraft Worker	10.73
Appliance Mechanic	11.79
Bicycle Repairer	8.09
Cable Splicer	12.12
Carpenter, Maintenance	13.15
Carpet Layer	10.73
Electrician, Maintenance	12.74
Electronics Technician, Maintenance I	12.23
Electronics Technician, Maintenance II	16.62
Electronics Technician, Maintenance III	17.56
Fabric Worker	9.78
Fire Alarm System Mechanic	12.12
Fire Extinguisher Repairer	9.45
Fuel Distribution System Mechanic	12.64
General Maintenance Worker	11.77
Heating, Refrigeration and Air Conditioning Mechanic	12.52
Heavy Equipment Mechanic	11.02
Heavy Equipment Operator	11.79
Instrument Mechanic	12.12
Laborer	8.10
Locksmith	11.86
Machinery Maintenance Mechanic	12.12
Machinist, Maintenance	11.66
Maintenance Trades Helper	9.51
Millwright	12.12
Office Appliance Repairer	11.84
Painter, Aircraft	11.95
Painter, Maintenance	11.35
Pipefitter, Maintenance	13.08
Plumber, Maintenance	12.34
Pneudraulic Systems Mechanic	12.12
Rigger	12.12
Scale Mechanic	10.73
Sheet-Metal Worker, Maintenance	12.43
Small Engine Mechanic	9.78
Telecommunication Mechanic I	12.12
Telecommunication Mechanic II	12.86
Telephone Lineman	12.12
Welder, Combination, Maintenance	11.02
Well Driller	12.12
Woodcraft Worker	12.12
Woodworker	9.75
Miscellaneous Occupations	

Animal Caretaker	7.66
Carnival Equipment Operator	9.62
Carnival Equipment Repairer	10.44
Carnival Worker	7.13
Cashier	6.93
Desk Clerk	8.40
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.25
Recreation Specialist	11.71
Recycling Worker	8.45
Sales Clerk	8.92
School Crossing Guard (Crosswalk Attendant)	6.26
Sport Official	8.25
Survey Party Chief (Chief of Party)	15.06
Surveying Aide	9.36
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.82
Swimming Pool Operator	8.58
Vending Machine Attendant	7.68
Vending Machine Repairer	10.64
Vending Machine Repairer Helper	7.68
Personal Needs Occupations	
Child Care Attendant	8.40
Child Care Center Clerk	11.86
Chore Aid	5.86
Homemaker	12.88
Plant and System Operation Occupations	
Boiler Tender	12.12
Sewage Plant Operator	11.84
Stationary Engineer	12.12
Ventilation Equipment Tender	8.49
Water Treatment Plant Operator	11.84
Protective Service Occupations	
Alarm Monitor	10.32
Corrections Officer	14.67
Court Security Officer	14.53
Detention Officer	14.53
Firefighter	14.75
Guard I	7.49
Guard II	10.32
Police Officer	16.17
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	11.84
Hatch Tender	11.82
Line Handler	11.82
Stevedore I	10.97
Stevedore II	13.82
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.76
Archeological Technician II	15.49
Archeological Technician III	19.12
Cartographic Technician	18.24
Civil Engineering Technician	17.38
Computer Based Training (CBT) Specialist/ Instructor	12.69
Drafter I	11.90

Drafter II	13.49
Drafter III	17.19
Drafter IV	20.86
Engineering Technician I	11.59
Engineering Technician II	13.26
Engineering Technician III	16.00
Engineering Technician IV	19.78
Engineering Technician V	23.10
Engineering Technician VI	28.03
Environmental Technician	14.45
Flight Simulator/Instructor (Pilot)	18.91
Graphic Artist	13.10
Instructor	15.28
Laboratory Technician	12.86
Mathematical Technician	19.12
Paralegal/Legal Assistant I	11.48
Paralegal/Legal Assistant II	12.89
Paralegal/Legal Assistant III	15.77
Paralegal/Legal Assistant IV	18.77
Photooptics Technician	17.38
Technical Writer	16.68
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.01
Weather Observer, Senior (3)	14.45
Weather Observer, Upper Air (3)	13.01
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.07
Parking and Lot Attendant	6.83
Shuttle Bus Driver	11.06
Taxi Driver	8.17
Truckdriver, Heavy Truck	13.51
Truckdriver, Light Truck	11.06
Truckdriver, Medium Truck	12.07
Truckdriver, Tractor-Trailer	13.68

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitut any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employee possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conforming classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work.

such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order (a) classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report on the action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.